



EQUITY INDICATORS DASHBOARD

2018-2023

October 2023

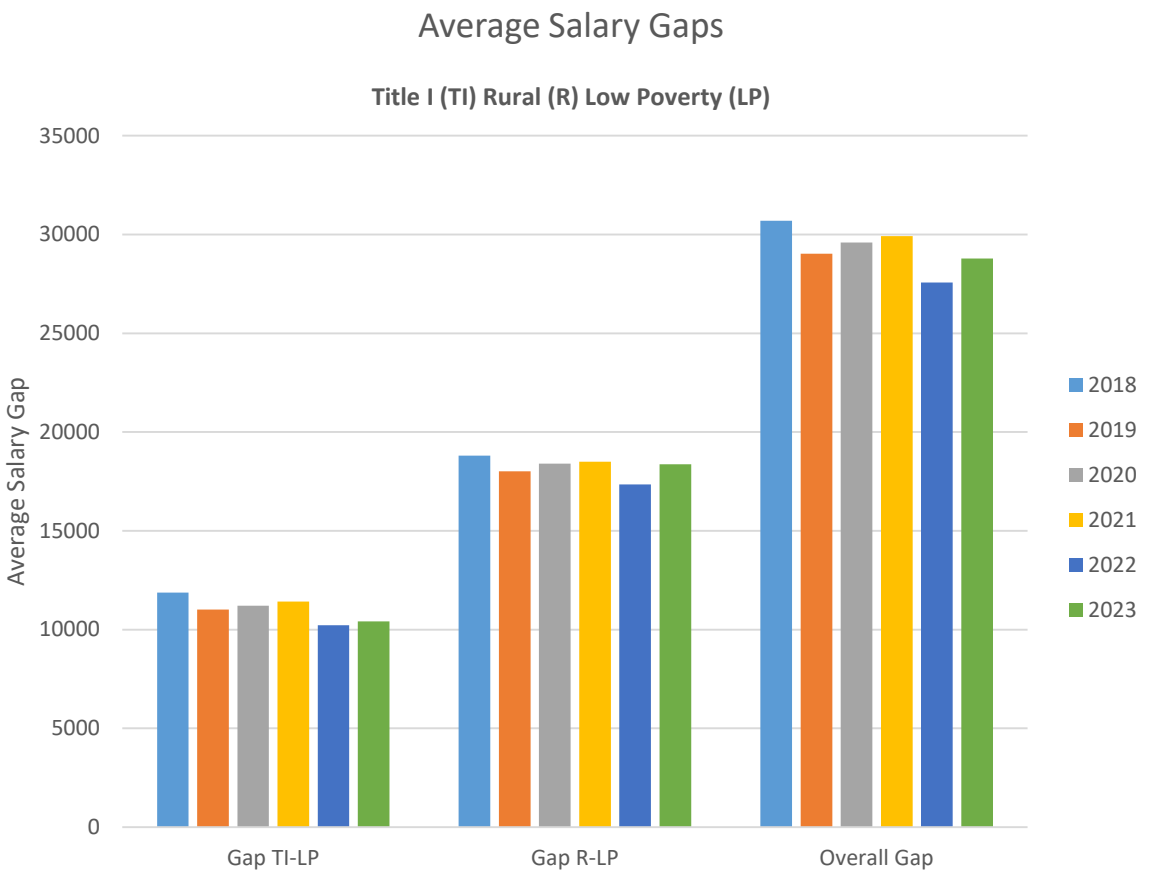
Missouri Department
of Elementary and Secondary Education



- According to the Equity Measures Chart <https://dese.mo.gov/educator-quality/equitable-access-excellent-education>, these data suggest that the learning experience of students in high-poverty(HP), high-minority(HM) and rural(R) schools compared to students in low-poverty schools(LP) is quite different. High-poverty, high-minority and rural students appear to learn from less-experienced, unqualified, out-of-field, or less-effective teachers at higher rates than occur in low-poverty schools.
- The following charts will demonstrate the gaps in various important areas of schooling.



Average Salaries

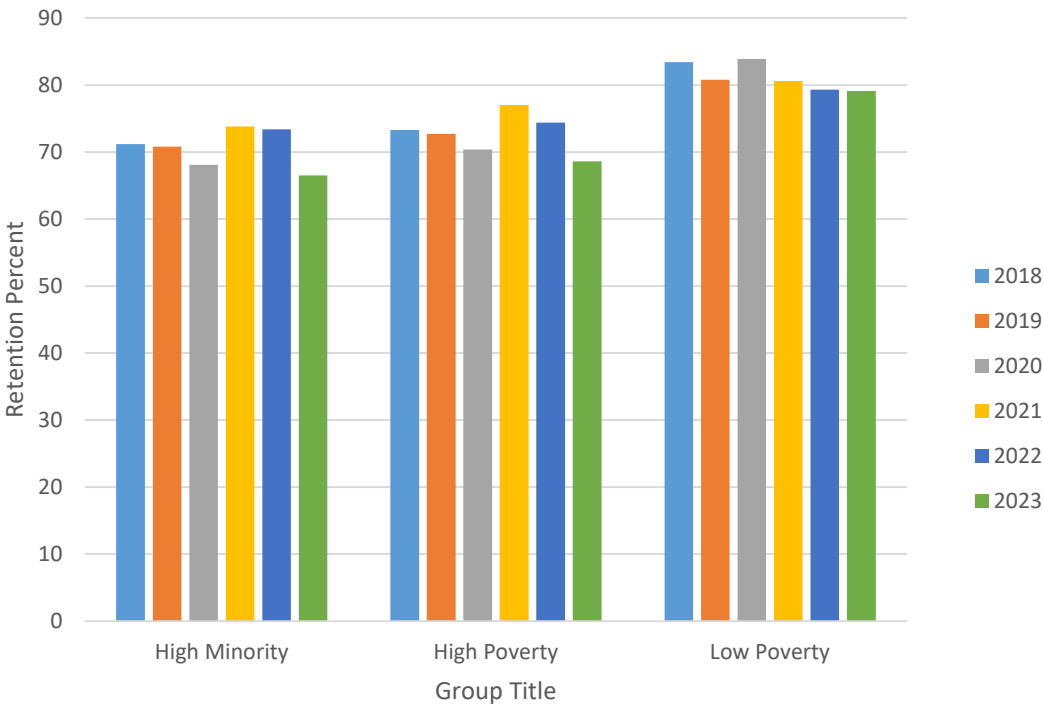




One Year Retention Rate

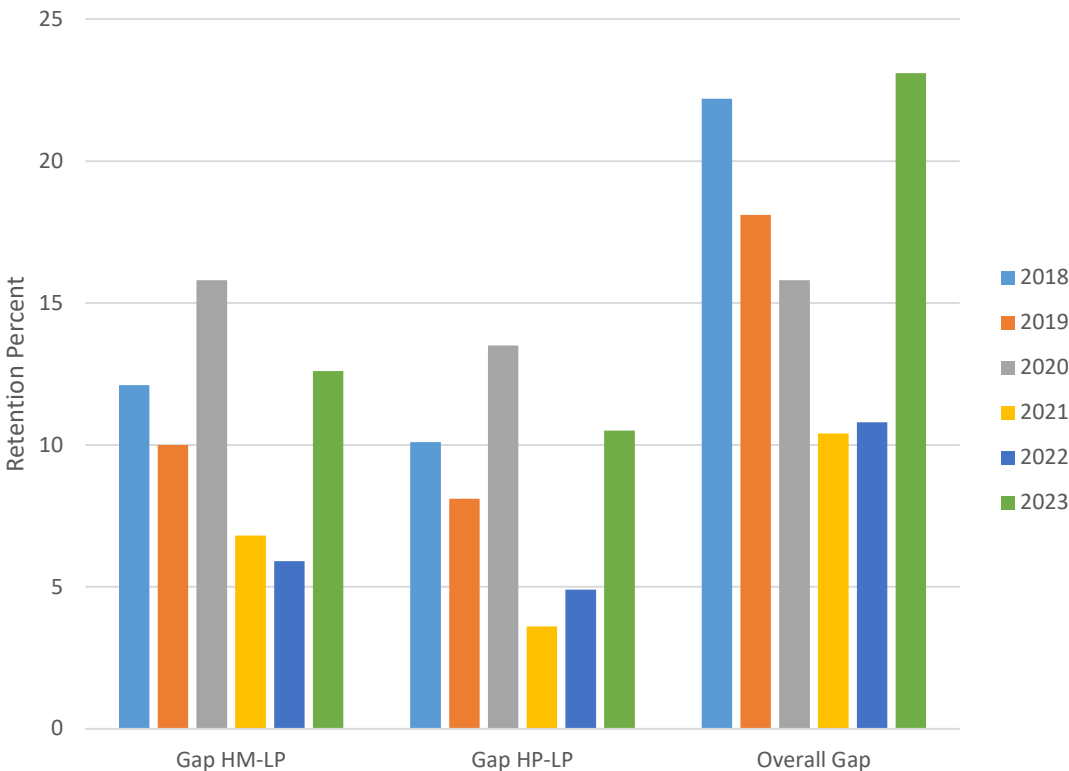
same school from one year to the next

One Year Retention Rate



One Year Retention Rate Gaps

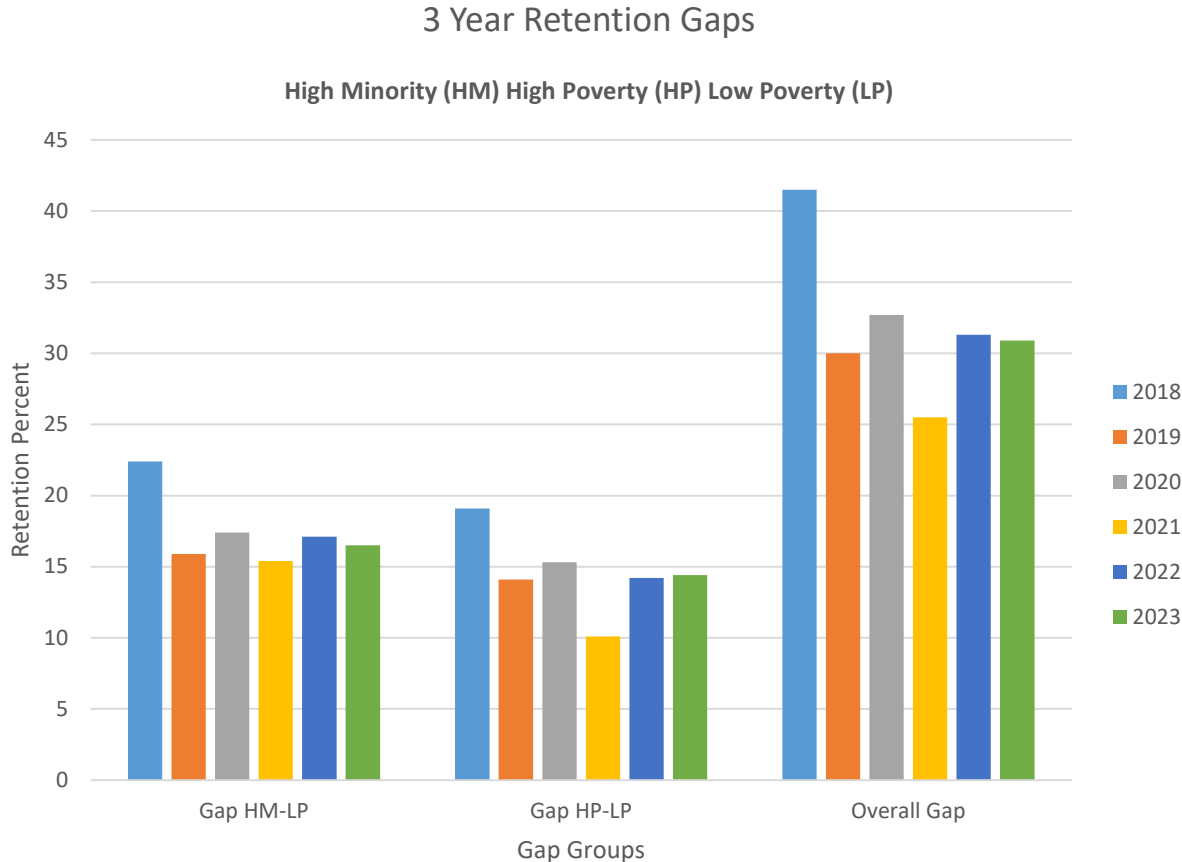
High Minority (HM) High Poverty (HP) Low Poverty (LP)





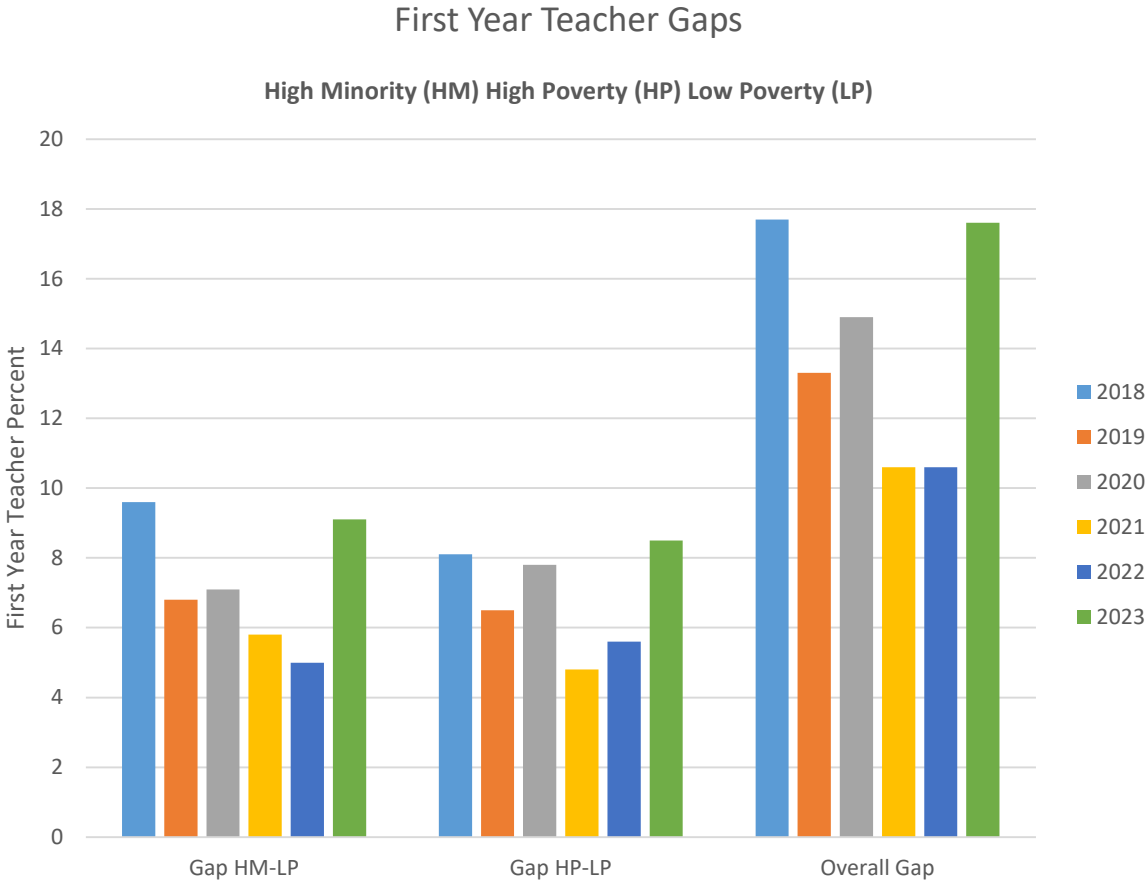
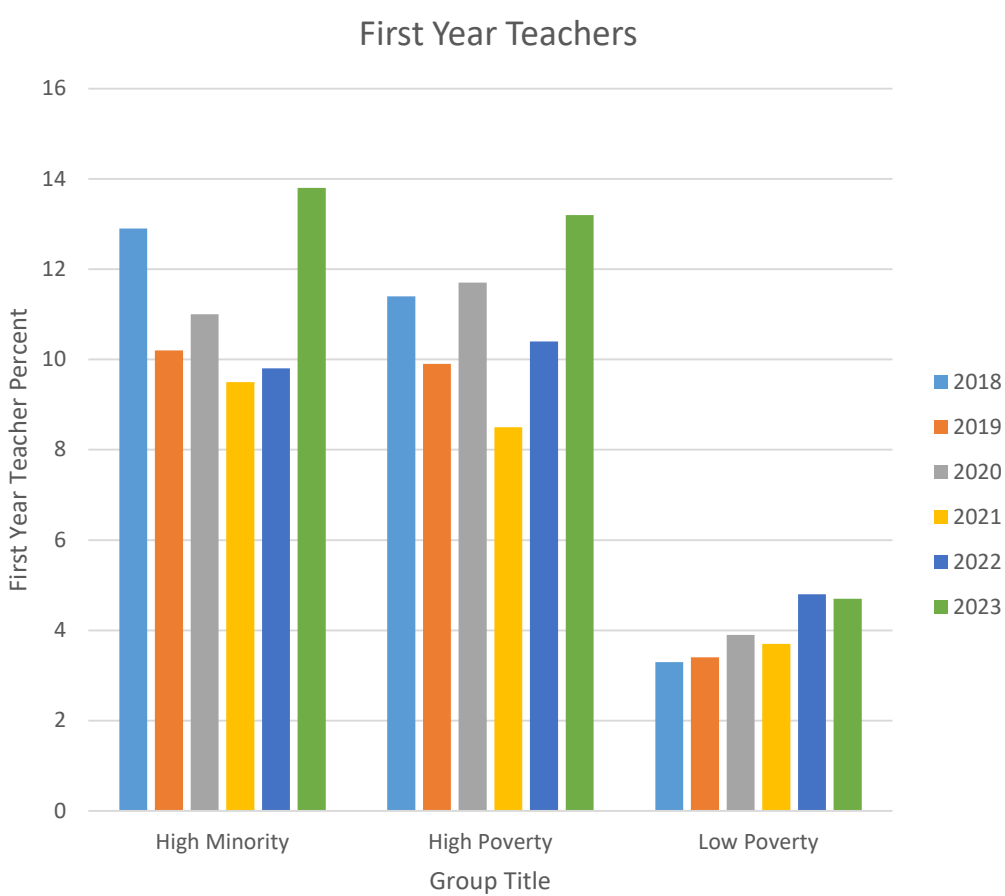
Three Year Retention Rate

same school for three consecutive years





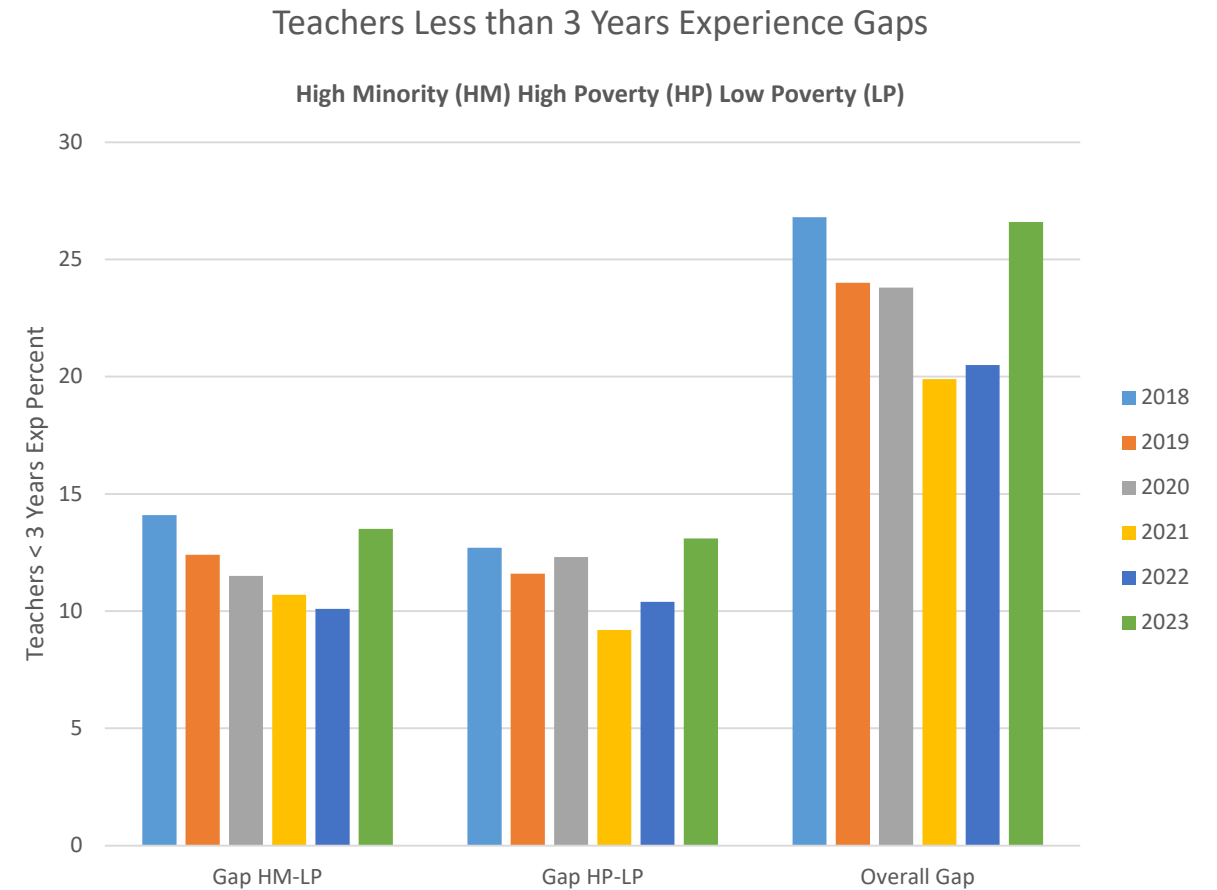
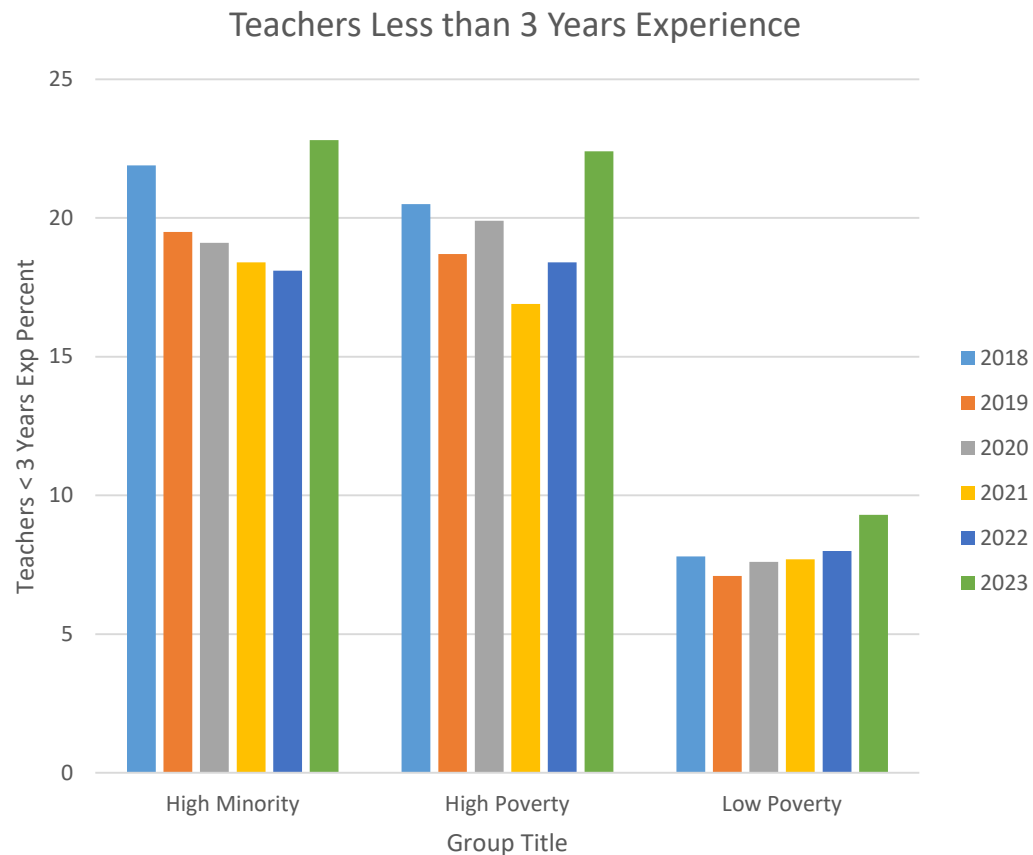
First Year Teachers





Less than 3 Years Experience

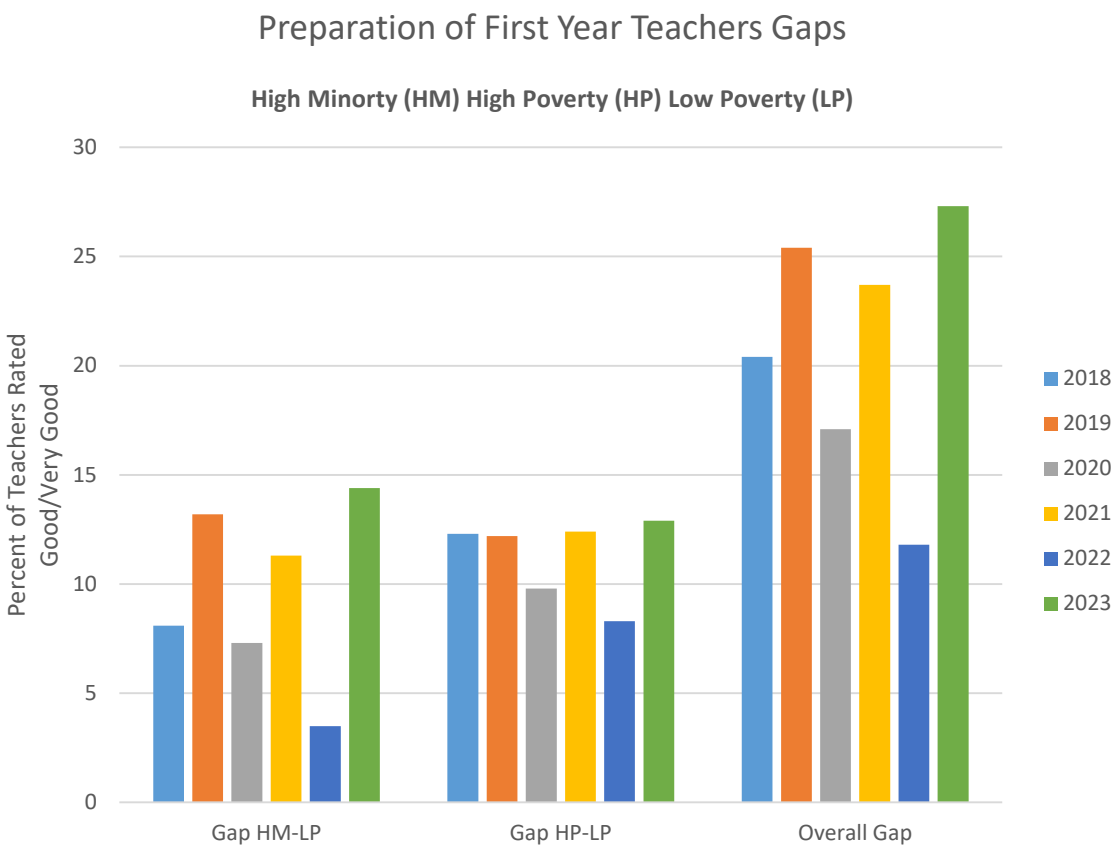
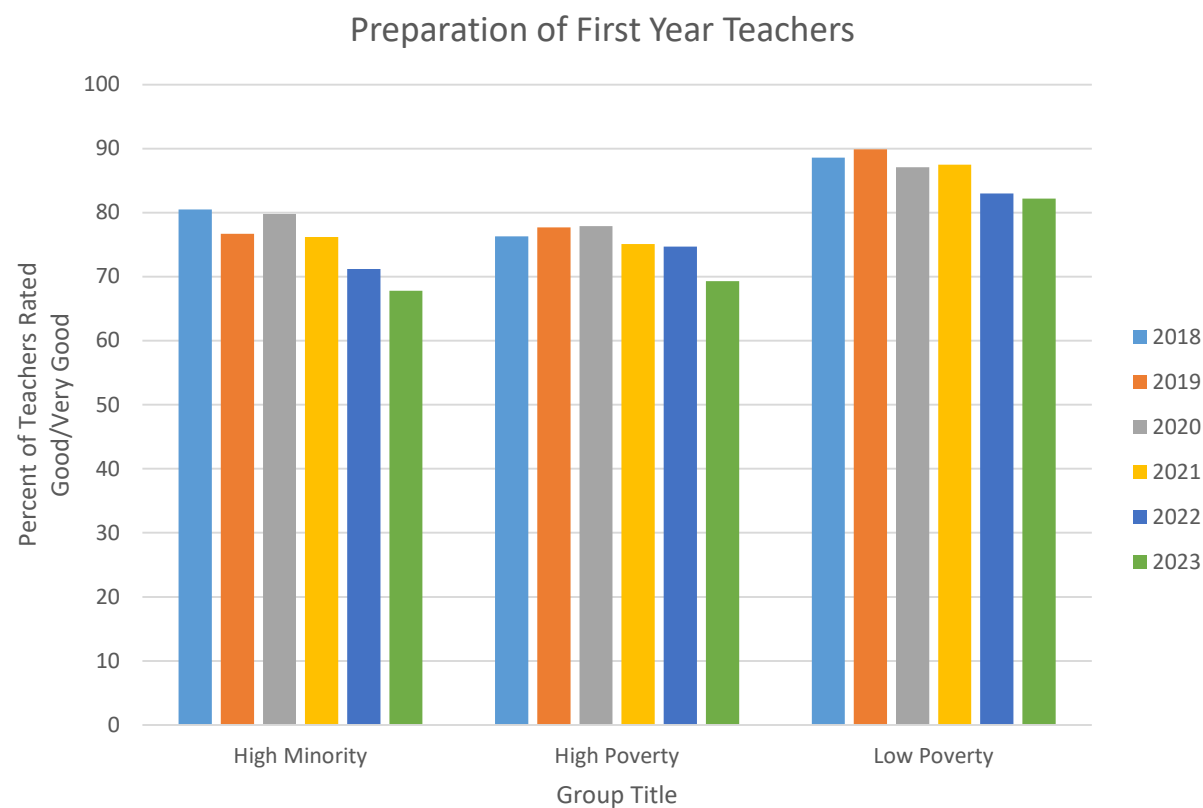
three years in any school





Preparation of First Year Teachers

rated the quality of their preparation as good or very good

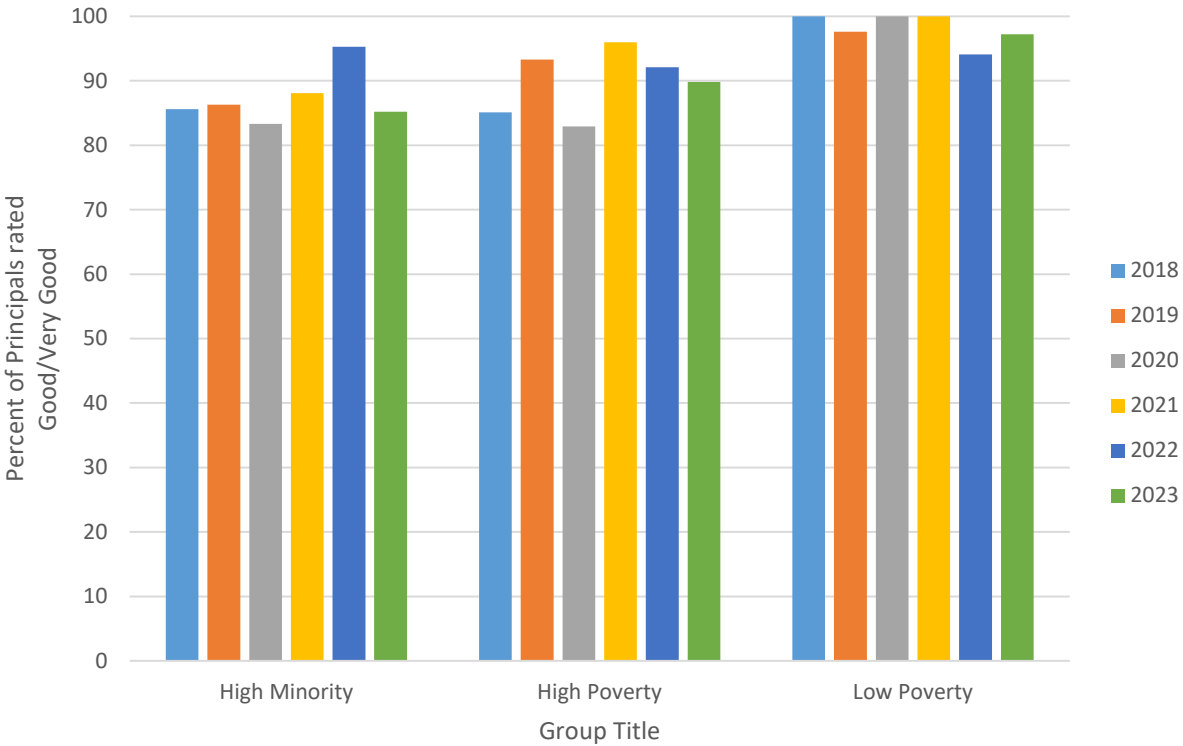




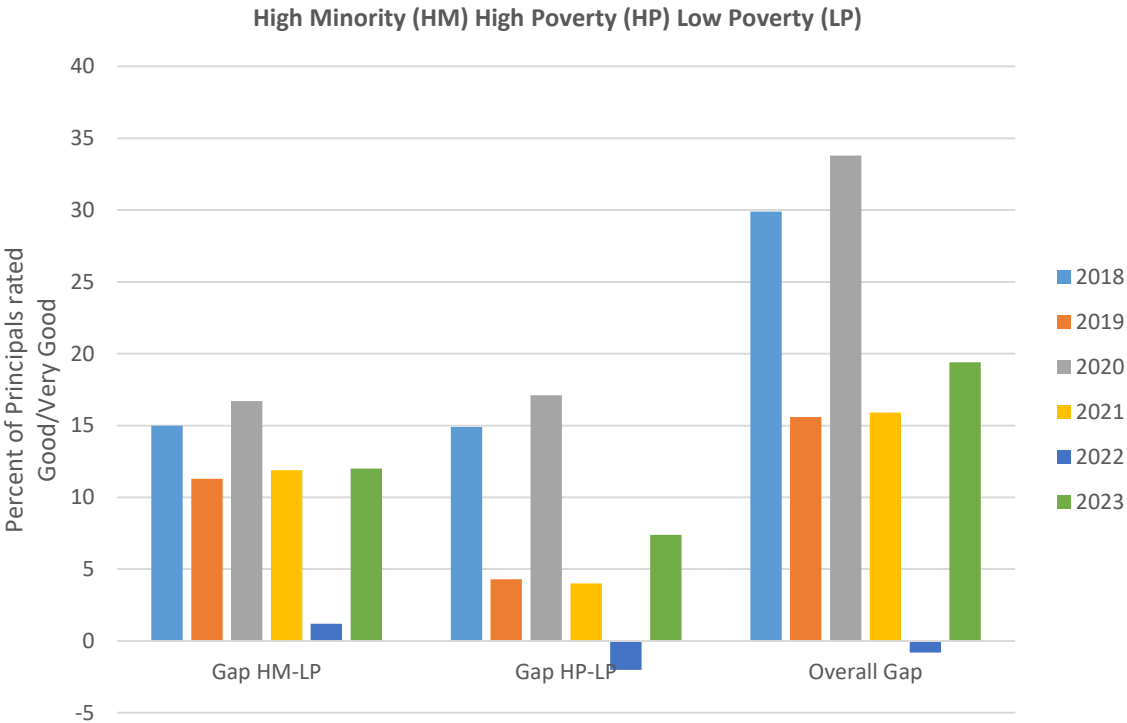
Preparation of First Year Principals

rated the quality of their preparation as good or very good

Preparation of First Year Principals



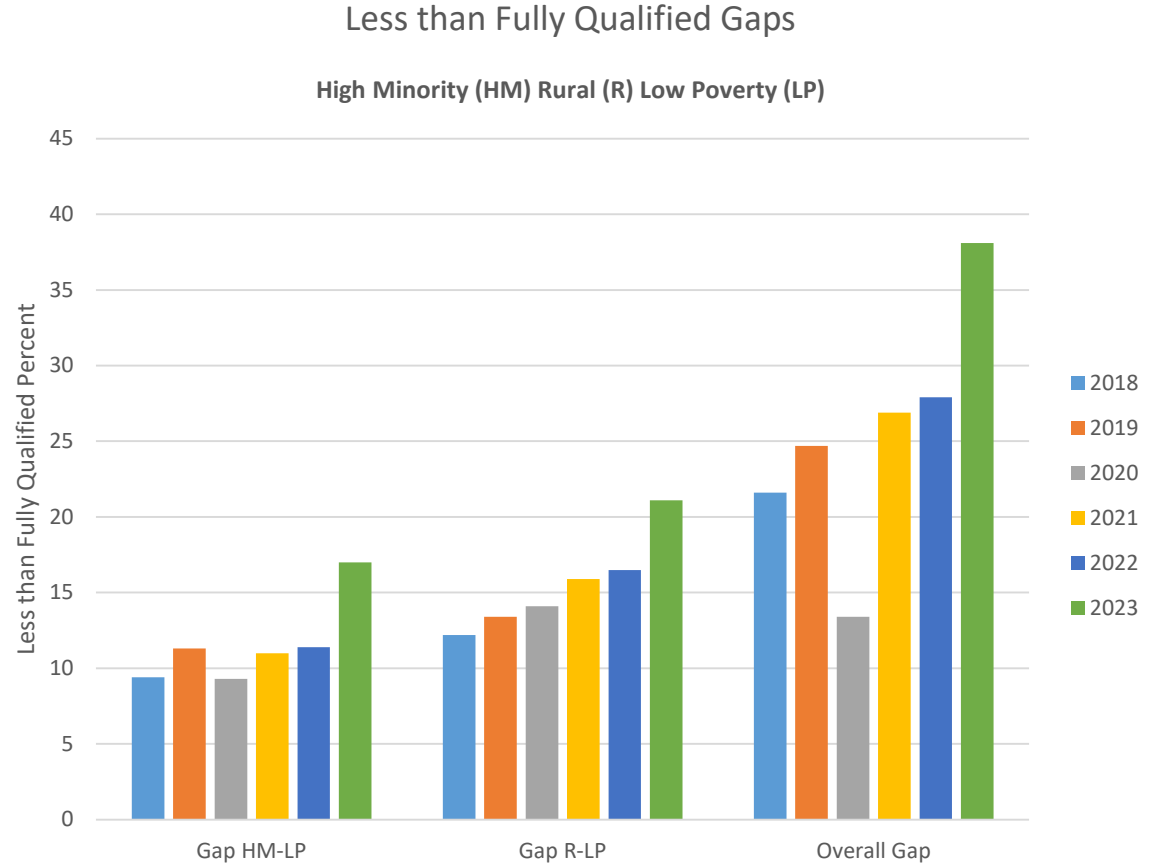
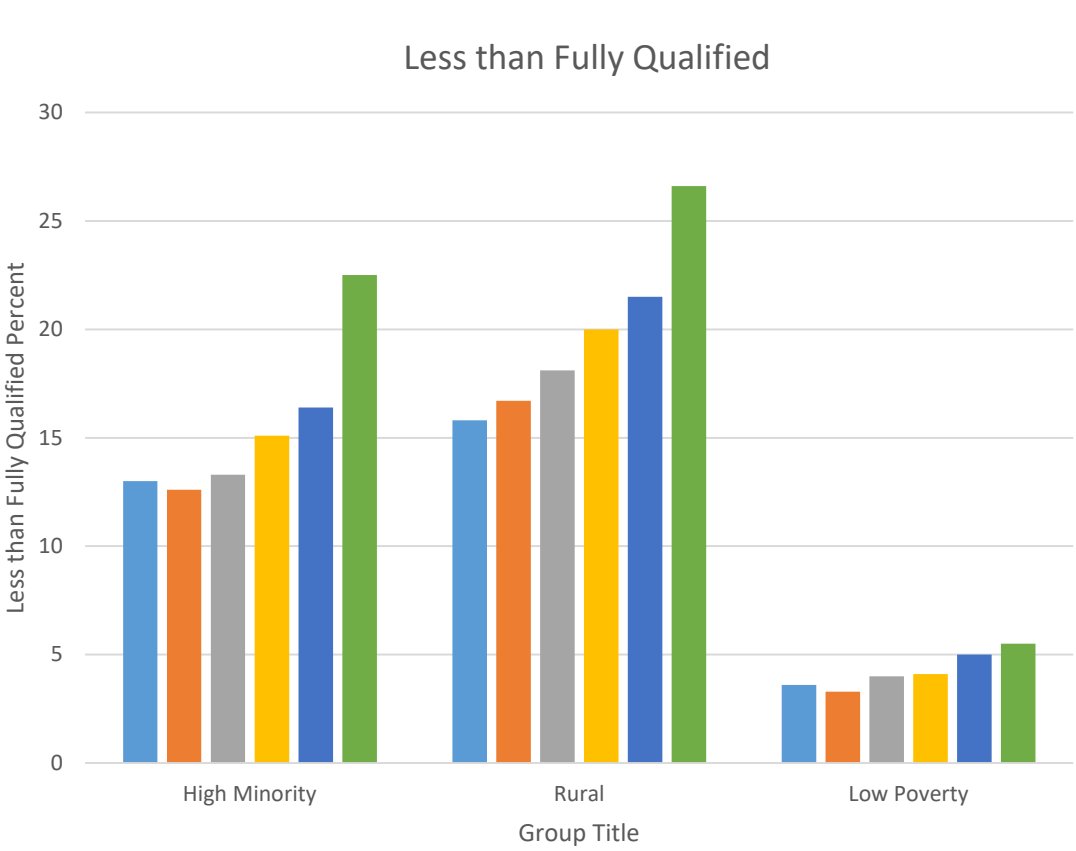
Preparation of First Year Principal Gaps





Less-than-Fully Qualified

provisional certificate OR temporary certificate OR inappropriately certified

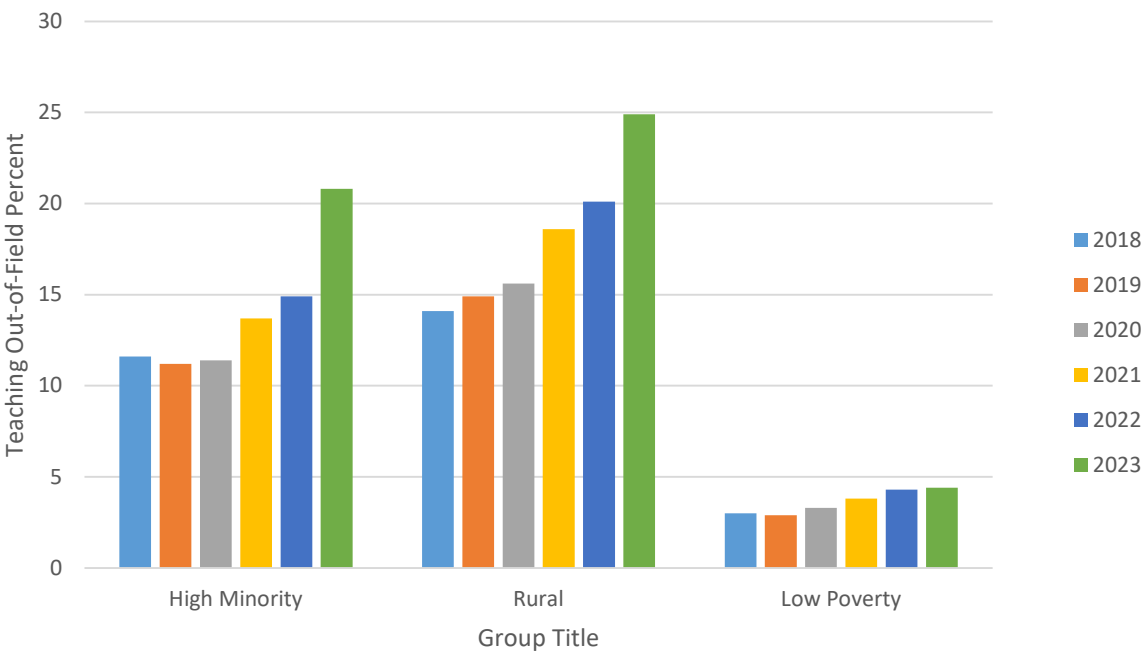




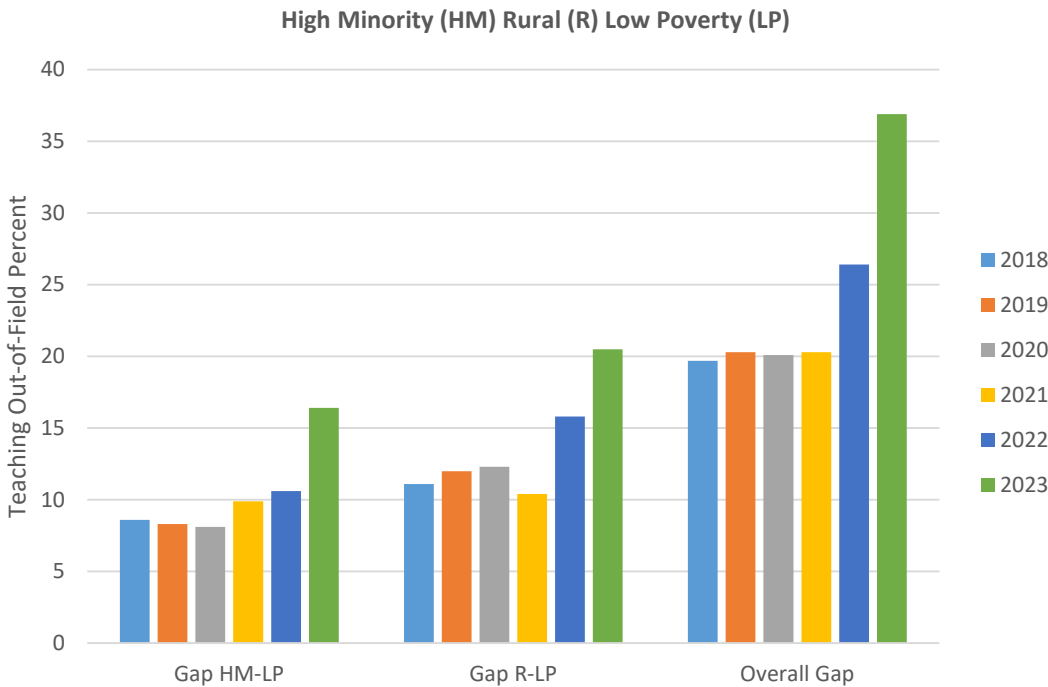
Teaching Out-of-Field

teaching at least one class in a content area for which you are not certified

Teaching Out-of-Field



Teaching Out-of-Field Gaps





Teacher Effectiveness Index

relative level of effectiveness based on a teacher's performance rating

